

4-0064
20-01

THIS BOOK DOES
NOT CIRCULATE

THIS AGREEMENT, made the *26th* day of January, 1971, between the Board of Education of the Township of Berkeley Heights, New Jersey, hereinafter called the "Board", and the Berkeley Heights Education Association, hereinafter called the "Association".

A. The Board has previously recognized the Berkeley Heights Education Association by Resolution dated November 21, 1968 as exclusive negotiating agent for the following units: Classroom teachers; Nurses; Guidance Counsellors; Librarians; Social Workers; Learning Disability Specialists; Reading Teachers; Music Teachers; Art Teachers; Physical Education Teachers.

B. The parties have met and negotiated certain agreements as follows:

1. The term of this contract shall be from July 1, 1971 to June 30, 1972. The economic provisions for the salary guides shall be effective September 1, 1971 to June 30, 1972.

2. The Teachers' Salary Guide for the school year 1971-1972 will be as indicated in the form attached hereto as Schedule A, providing a salary range as follows: B.A. degree \$8,100 to \$13,550, B.A. degree plus 30 credits \$8,500 to \$14,050, M.A. degree \$8,900 to \$14,600, and B.A. degree plus 60 credits and/or M.A. degree plus 30 credits \$9,700 to \$15,550.

3. The Nurses' Salary Guide for the school year 1971-1972 will be as indicated in the form attached hereto as Schedule B, providing a salary range of \$6,250 to \$9,000.

4. The Board presently provides and pays for health and hospitalization insurance for each employee who wishes such insurance.

1971-72

and 80% of the additional premium for family plan coverage under the health and hospitalization plan and agrees to continue this coverage. The Board reserves the right to transfer the insurance coverage to other insurance companies, but agrees that if this is done, the coverage shall be equal to or better than that presently existing.

5. The Board presently provides and pays for major medical insurance for each employee who wishes such insurance and 80% of the additional premium for family plan coverage under the major medical insurance plan and agrees to continue this coverage. The Board reserves the right to transfer the insurance coverage to other insurance companies, but agrees that if this is done, the coverage shall be equal to or better than that presently existing.

6. Absence on sick leave for extended illness in excess of Item No. 1 of the present Board Policy (4151) Relating to personal illness will be allowed for a maximum of twenty (20) days per year (non-cumulative) subject to the deduction of substitutes' pay. Procedure as stated in Item No. 3 of the aforementioned personal illness policy (4151) shall be required. See attached copy of policy.

7. Absence for personal business shall be allowed only by the building principal and, in advance, three (3) days absence in any school year shall be with full pay.

8. The Board and the Association agree in accordance with Chapter 303 Public Laws 1968, State of New Jersey, that those policies adopted and applicable as of the effective date of this Agreement, which pertain to working conditions shall continue to be so applicable during the term of this Agreement. ~~The Association shall be consulted regarding changes in these policies.~~ *2/10/71*
NP 2/10/71

C. The parties hereto agree that the items listed above shall not be considered to establish the extent of negotiable items for any future contracts and the parties agree that future contracts shall be negotiated with the spirit and intent of Chapter 303 of the Public Laws of New Jersey, 1968.

BOARD OF EDUCATION OF THE
TOWNSHIP OF BERKELEY HEIGHTS

ATTEST:

By Barbara Ivin
Mrs. Barbara Ivin, President

John R. Walklet
John R. Walklet, Secretary

BERKELEY HEIGHTS EDUCATION
ASSOCIATION

ATTEST:

By Vincent E. Mulligan

Gary A. Petrows

**BERKELEY HEIGHTS, N. J.
TEACHERS' SALARY GUIDE
1971-1972**

Schedule A

<u>Step</u>	<u>Exper.</u>	<u>B. A.</u>	<u>B. A. + 30</u>	<u>M. A.</u>	<u>B. A. +60 / M. A. +30</u>
1	0	\$ 8,100.	\$ 8,500.	\$ 8,900.	\$ 9,700.
2	1	8,400.	8,800.	9,200.	10,000.
3	2	8,700.	9,100.	9,500.	10,300.
4	3	9,050.	9,450.	9,850.	10,650.
5	4	9,400.	9,800.	10,200.	11,000.
6	5	9,750.	10,150.	10,550.	11,350.
7	6	10,100.	10,500.	10,900.	11,700.
8	7	10,450.	10,850.	11,250.	12,050.
9	8	10,800.	11,200.	11,600.	12,400.
10	9	11,150.	11,550.	11,950.	12,850.
11	10	11,550.	11,950.	12,350.	13,300.
12	11	11,950.	12,350.	12,800.	13,750.
13	12	12,350.	12,750.	13,250.	14,200.
14	13	12,750.	13,150.	13,700.	14,650.
maximum for non degree at \$12,950.					
15	14	13,150.	13,600.	14,150.	15,100.
16	15	13,550.	14,050.	14,600.	15,550.

1. 100% employee; 80% dependents - health and hospitalization
2. 100% employee; 80% dependents - major medical

BOARD OF EDUCATION OF THE
TOWNSHIP OF BERKELEY HEIGHTS

ATTEST:

By Barbara Ivin
Mrs. Barbara Ivin, President

John R. Walklet
John R. Walklet, Secretary

BERKELEY HEIGHTS EDUCATION
ASSOCIATION

ATTEST:

By Vincent E. Mulligan

Barry A. Petrone

BERKELEY HEIGHTS PUBLIC SCHOOLS
BERKELEY HEIGHTS, N.J.

Schedule B NURSES' SALARY GUIDE

1971-1972

Step

1	\$6,250.
2	\$6,525.
3	\$6,800.
4	\$7,075.
5	\$7,350.
6	\$7,625.
7	\$7,900.
8	\$8,175.
9	\$8,450.
10	\$8,725.
11	\$9,000.

1. 100% employee; 80% dependents - health and hospitalization
2. 100% employee; 80% dependents - major medical

BOARD OF EDUCATION OF THE
TOWNSHIP OF BERKELEY HEIGHTS

ATTEST:

By Barbara Ivin
Mrs. Barbara Ivin, President

John R. Walklet
John R. Walklet, Secretary

BERKELEY HEIGHTS EDUCATION
ASSOCIATION

ATTEST:

By Vincent E. Mulligan

Mary A. Teter